

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

C.S.Fs – Wage Revision 2010 - Wage Revision to the employees/ workers of Cooperative Sugar Factories in the State – Orders – issued.

INDUSTRIES AND COMMERCE (SUGAR) DEPARTMENT

G.O.Ms.No. 92

Dated: 31-08-2010.
READ the following:-

- 1) G.O.Ms.No.67, I & C(Sugar) Dept., dt.21-2-2009.
- 2) From the Commissioner of Sugar and Cane Commissioner,
A.P. Hyderabad, Letter No.5099/ 05/G1, dt.11-02-2010.

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O R D E R:-

The Government in the reference 1st read above, issued orders constituting the Wage Board Committee with the representatives on behalf of Management of Cooperative Sugar Factories and Workers/Employees of Cooperative Sugar Factories to submit a report for finalization of Wage Revision to the employees/workers of Cooperative Sugar Factories in the State.

2. The Commissioner of Sugar in his letter 2nd read above, has stated that the Convener of the Committee/Managing Director of the Thanadava Cooperative Sugars Limited had contacted the Neighboring State Sugar Federations and got the relevant information. The Wage Revision Committee held 5 (five) meetings and prepared and submitted its report. After thorough discussions, the Committee submitted its report and made the recommendations.

3. Government examined the recommendations made by the Committee in detail and decided to implement the Revised Wages along with other benefits to the Employees / Workers of the Cooperative Sugar Factories in the State as follows:-

1. The Revised Pay Scales of Employees/Workers of the Coop. Sugar Factories will be as follows:-

Sl. No.	Category	Proposed Pay Scales
1	a. Unskilled	3400-50-3900-70-4460-90-5900
2	b. Semi skilled	3500-60-4100-80-4740-100-6340
3	c. Skilled B & Clerical IV	3650-80-4450-100-5250-120-7170
4	d. Skilled A & Clerical III	3800-90-4700-110-5580-130-7660
5	e. Highly skilled & Clerical II	3900-100-4900-120-5860-140-8100
6	f. Clerical I & Sup. C	4000-110-5100-130-6140-150-8540
7	g. Supervisory B	4100-120-5300-140-6420-160-8980
8	h. Supervisory A	4500-200-6500-230-8340-260-12500

After merging of Rs.1700/- out of total Variable Dearness Allowance (VDA) of 4402.70 as on 01.03.2009 to the existing pay scales, the New pay scales are fixed.

2. Fitment:-

To increase wages by 25% from 01-03-2009 onwards. The rate of wage point will be revised as Rs.2.50 ps per point from Rs.2.15 with effect from 01-01-2009 over and above 3340 points as on 01-01-2009.

3. Other allowances:-

A. Retaining allowance to the seasonal employees:

The Retaining Allowance payable to the seasonal-permanent workers of different categories will be enhanced as follows:

Category	Existing	Proposed
Unskilled	29%	31%
Semi-skilled	39%	41%
Others	50%	51%

Retaining allowance is payable to seasonal-permanent workmen/employees incase of their reporting to duty to the next crushing season and works not less than 75 days of previous season or 75% of the seasonal days.

B. House rent allowance:

The House Rent Allowance payable to all workmen/employees stands enhanced twice to the existing amount subject to a minimum of Rs.140/- to Rs.280/- and Rs.150/- to Rs.300/-per month.

C. Medical Allowance:

The Medical Allowance payable to all confirmed workmen stands enhanced from Rs.70/- to Rs.100/-.

D. Washing Allowance:-

The Washing Allowance stands enhanced by Rs.15/- i.e., from Rs.35/- to Rs.50/- per month.

E. Education Allowance:-

The Education Allowance stands enhanced from Rs.35/- to Rs.50/- per month.

4. Weightage Increments:-

To Continue existing Weightage Increments i.e., as per last Wage Revision 2001 as under:-

- a) On completion of 8 years continuous Service in the existing factory } 1 Increment.
- b) On completion of 16 years continuous Service in the existing factory. } 2 Increments.
- c) On completion of 24 years and above continuous service in the existing factory. } 3 Increments.

5. The Revision of Pay Scales shall be in force for a period of 4 years with effect from 01.03.2009.

6 (i) Additional financial commitment arising out of pay revision will be borne by the respective Cooperative Sugar Factory out of the own internal resources without seeking any assistance from the Government.

(ii) The arrears amount on account of revision of wages shall be granted by respective Co-operative Sugar Factory in three installments wherever the financial position of the Factory permits.

(iii) In the case of financially weak sugar factories, the arrears amount on account of revision shall be granted in four installments by the respective Co-operative Sugar Factory.

(iv) In the case of retired, voluntary retired and deceased employees, the amount shall be paid on priority basis by the concerned Co-operative Sugar Factory.

(v) The implementation of the Revised Pay Scales is further subject to final disposal of RP/WP/WA., pending, if any before the Court or orders of Courts on this subject.

7. The above wage revision is applicable to all the Cooperative Sugar Factories. With regard to three Cooperative Sugar Factories i.e., 1. Cuddapah CSF 2.Nizamabad CSF and 3. NVR CSF, Jampani, the financial commitment due to Wage Revision including the arrears to be paid, shall be met by the respective Cooperative Sugar Factories as and when it's financial position is strengthened.

4. The Commissioner of Sugar and Cane Commissioner, Hyderabad shall monitor the implementation of the above Wage Revision as per the above orders and the Managing Directors of the all the Cooperative Sugar Factories shall report to the Commissioner of Sugar in the matter.

5. This order issues with concurrence of Finance Dept., vide their U.O.No.22255/314/Exp.I&C/2010 dt: 30.8.2010.

(BY ORDER IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

B.P. ACHARYA

PRINCIPAL SECRETARY TO GOVT. & CIP
COMMISSIONER FOR INDUSTRIAL PROMOTION

To

The Commissioner of Sugar and Cane Commissioner, Hyderabad.

The Managing Directors of all Coop Sugar Factories)through

All the Representatives of Unions of CSFs,)Commr of Sugar

The Convener, Wage Board Committee. Hyderabad

The Commissioner & Registrar of Coop Societies, Hyderabad

The Commissioner of Labour, Hyderabad

The Accountant General AP Hyderabad

The Pay & Accounts Officer, Hyderabad

Copy to:

The Finance (Expr.I&C) Department

The Public Enterprises Department

The Labour Employment Training & Factories Department

The P.S.to Minister (Sugar)

The P.S. to Principal Secretary to Govt. & CIP

The P.S. to Asst.Secretary to C.M.

//FORWARDED BY ORDER//

SECTION OFFICER